

MINUTES
HAMILTON COUNTY COUNCIL
AUGUST 26, 2015
JURY ASSEMBLY
ONE HAMILTON COUNTY SQUARE
NOBLESVILLE, INDIANA
6:00 P.M.

President Ayers called the meeting to order at 6:09 p.m. with a quorum present of Councilor Paul Ayers, Councilor Brad Beaver, Councilor Jim Belden, Councilor Fred Glynn, Councilor Amy Massillamany, Councilor Rick McKinney, and Councilor Steve Schwartz present.

GENERAL DISCUSSION

- McKinney asked for clarification of a previous comment made by Massillamany, according to the minutes of the Personnel Committee she had stated that "employees would be moving to the step of the newly adopted band and they will also receive the 3%" above that. Massillamany replied no if they got to the 3%, they moved to the step they had hit or if they exceeded the 3% they would not, but if they had not received a 3% it would have been compensated within the percent category.
- McKinney asked about Massillamany's statement that the Council would make adjustments to the bands as funding allows every two (2) years? Massillamany replied yes, the goal was to look at market value every two years to stay in sync with the market. McKinney asked if that was voted on? Massillamany does not believe so, it was a general suggestion. Beaver agreed stating it was the general consensus when we went with banding.
- Glynn asked if the 3% is inside the salary our outside? Coverdale replied it is inside unless they are over the max, max.
- McKinney asked about the reductions, are we looking at reducing people's salaries? Massillamany replied no, it is not a reduction from their current salary. An example would be an employee that does not exemplify the level of the band that correlates with their years of service so the increase is not warranted. The salary would not be decreased, it is not the full amount that the employee could have received with justification provided by the department head. This would reflect a different level within the pay band.
- If someone is at the max, max the 3% would be outside of the base.

Merit Deputies

- Beaver was convinced at the last meeting that the Merit Deputy pay raises were justified so he does not need to review it again. Belden agreed.
- Massillamany would like to see the totals.
- The costs of the Merit Deputy increases are figured into the \$2.4 million total. Clarification is needed if this total includes the total salaries or just the base salaries.
- Beaver agrees with the Merit Deputy increase but this is not for the total Sheriff's Department.
- No final vote has been taken regarding the Merit Deputies.

Ayers thanked the Auditor, Human Resources, Personnel Committee, and especially Amy for their time and effort put into this project. Ayers asked that Amy moderate this meeting due to her involvement in the project.

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Consensus was to wait until budget hearings to discuss special salary situations (Coroner, Patterson, McNulty, and Elected Officials).

Format of the spreadsheets:

- Adjustment Explanation - adjustments are based on the input from the department head.
- Three blue columns – first column is straight 3% raise, middle column shows if a department head recommended a specific dollar amount that was different then their band level, the third column shows the amount that would take them up to the appropriate band level based on their years and classification up to 11 years.

\$2.4 million total is salaries only, taxes not included.

Massillamany is ok with the justifications on the increases, she would like to discuss the Coroner further. Belden and Schwartz agreed. Ayers believes that if all the people on the Personnel Committee have reviewed this information and thinks they are fair he is ok to go along with it. If preferred we can review the information and vote on it during budget hearings. Consensus was to wait on the vote until budget hearings.

Sheriff

- 3% across the board is \$112,000
- The cost to do what they have requested is \$391,000.

Prosecutor

- \$130,000 is the difference between the costs of the WIS option and moving the Prosecutors to Executive level.
- Prosecutor Buckingham stated the Deputy Prosecutors are severely under paid compared to some donut counties around Hamilton County.
- Concern was expressed about using a different comparison for the Prosecutors that what WIS used for the rest of the Hamilton County employees.
- Buckingham asked that the Council resolve that he may present more data in the future and he will discuss the information with WIS.
- Schwartz suggested looking at the Prosecutors this year, we have looked at every other department.
- Consensus was to stay with the WIS model for 2016. If Buckingham can gather the additional information from WIS before the budget hearings he can present it during the hearings.
- Adding the \$137,000 total will put Prosecutors at the Executive level.

Ayers adjourned the meeting at 7:20 p.m.

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Others Present

Mark Bowen, Sheriff
Tom Gehlhausen, Sheriff's Department
Dan Stevens, Director of Administration
Dawn Coverdale, Auditor
Robin Mills, Chief Deputy Auditor
Jeanette Kassebaum, Council Attorney
Sharena Schmidt, Human Resources
Ryan Horine, Sheriff's Department
Kim Rauch, Administrative Assistant to Auditor


APPROVED
HAMILTON COUNTY COUNCIL



Paul Ayers

Brad Beaver

Jim Belden

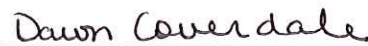
Fred Glynn

Amy Massillamany

Rick McKinney

Steve Schwartz

ATTEST:



Dawn Coverdale

Dawn Coverdale, Auditor

Date Approved: 09/02/15